

UNIVERSITY OF CALIFORNIA, BERKELEY

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE CHANCELLOR FOR RESEARCH
119 CALIFORNIA HALL #1500

BERKELEY, CALIFORNIA 94720-1500

April 8, 2015

Chancellor Nicholas Dirks
200 California Hall
Berkeley, CA 94720-1500

Dear Chancellor Dirks,

I am resigning my position as Vice Chancellor for Research at UC Berkeley for personal reasons, effective April 20. Allegations by a former employee of the VCRO, which I strongly deny, have made it impossible for me to continue as Vice Chancellor for Research.

I resign, under protest, with profound objections to and great personal disappointment in the UCOP investigation into those allegations. This process violated fundamental principles of due process and fairness, and resulted in a report riddled with inconsistencies, mischaracterization of the facts, and distortion of witness statements, as well as the selective omission of relevant information.

My legal counsel provided evidence to UCOP that demonstrated that the findings against me were not supported, and sought retraction of the report. Given all that was at stake—not only my interests and reputation, but the interests of the University as well in ensuring the fairness of its processes and procedures—it was my hope and expectation that UCOP would undertake a fresh and objective review of the substantial additional information and analysis we submitted. Instead, the legitimate and serious concerns we raised were simply ignored by the original decision-maker.

Because I was not afforded due process by UCOP, and because there is no independent mechanism to appeal a biased and unjust report, there is no way for me to clear my name.

Despite my objections to and disillusionment with the UCOP process, I still strongly believe in the University and its mission. I am honored to have served as its Vice Chancellor for Research since 2009. Research at Berkeley is astonishingly healthy, with many new and exciting initiatives under way. I am proud to say we have transformed the landscape for innovation and entrepreneurship for our students and faculty.

It has been a true privilege to work with two fine Chancellors and EVCPs, with the dedicated ORU directors and their staff, with my colleagues the other Vice Chancellors, the LBNL leadership, many friends of Berkeley, and with the extraordinary staff of the Office of Research. Together we have changed Berkeley in many positive ways despite the repeated budget crises. I firmly believe my successor has a superb base on which to build.

I have devoted 18 years of my professional life to the University. I am proud of every moment, and I look forward to continuing my teaching and research in the Chemistry Department.

I remain committed to serve the University, its students, and faculty, and to continue to build and enhance this great institution for future generations.

Sincerely,

A handwritten signature in blue ink that reads "Graham Fleming". The signature is fluid and cursive, with "Graham" on the first line and "Fleming" on the second line.

Graham Fleming